



## ***Vote NO - No NYS Constitutional Convention*** By [pef.org](http://pef.org)

### **Labor rights at risk!**

What is at stake for labor organizations?

- The right to unionize and bargain collectively.
- Workers' Compensation. Safeguard your rights if you are injured on the job.
- Public pension protections. The constitution guarantees your pension will be there.

Other states have made drastic pension changes with disastrous results for active members and retirees. Don't let that happen here; and don't risk your rights and your future.

### **United in the fight**

CWA, IBEW, PEF, AFL-CIO, NYSUT, NYSPFFA, United University Professions and more.

### **What's at stake?**

**The environment** - New York State's constitution has the nation's strongest protections for forever wild areas like the Adirondacks and the Catskills. Greedy developers could push to undo these safeguards.

**Public education** – The state constitution guarantees our students the right to a free public education.

**The social safety net** – The state constitution ensures the state provides for citizens in need.

**Our voting rights** – The constitution provides valuable protections. Don't risk losing these vital safeguards.

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# American Red Cross

By Theresa Devine

## Scheduling Issues Continue

Grievances have been filed. Human resources and labor are aware of the ongoing issues and are working with us to correct them..

Per our local contract Article 23.1 - "Weekly work schedules for employees will be distributed at least three weeks prior to the effective date of the work schedule. It is understood that various factors may result in the schedules being changed after posting. Article 10, Section 4 of the National Addendum shall supersede this language once the Red Cross is able to implement schedules four weeks in advance."

As all staff know we have been having issues with our schedules for quite some time now. The union has been working tirelessly to try and address the following:

- timely release of the schedule as per the contract
- stop part timers from being scheduled full time or if they want full time, working to have them pay the "full time" premiums for Team Care and not the "part time" premium which is significantly more.
- staff being scheduled as driver before ever being given a road test.
- senior staff scheduled less hours then brand new staff
- out of town training
- and more

To date, the most common argument from the company is the "short staff" issue in the Albany area causing delays. It is the unions contention that the above mentioned issues are a contributing factor to the high turn over rate we are experiencing. The company has agreed to work members who are not able to train out

of town - if this applies to you, PLEASE let your ops manager know so that AP&S can be informed. Along those lines, the ARC is bringing OJI's into our area from other areas to help bring our new staff up to speed.

The union has made it clear that while we welcome the additional help, our members should be afforded the opportunity to be scheduled for the role (charge, drc, oji) of their choice before staff from another area comes in to backfill.

Albany has very few OJI's remaining. If you are interested in taking on a new role (DRC, Charge or OJI) please let your ops manager and your union representative know so that we can work together to get you the

**JUST  
SAY  
NO  
TO YOUR BOSS?**

training you need.

**Just say NO!**

Many of our staff who are scheduled as "driver" or "driver support" have stated they cannot lift the DRC machines, tables, packs, etc. but do so anyway just to be sure a drive opens on time.

STOP - If you have some type of physical limitation, PLEASE make sure you follow doctors orders and complete the appropriate ADA paperwork with Human Resources.

IF you have the paperwork on file and are still scheduled as "driver" or "drive support", please notify the ops



manager and your union representative immediately. Under NO CIRCUMSTANCES should you violate the doctors orders. **It is up to the ARC to schedule you to a position you are physically capable of doing** - if they continue to do the wrong thing, and you continue to go against doctors orders, then you could do further damage to yourself which could ultimately end in a more permanent condition.

Send a clear message to your management team that you will not put your physical health in jeopardy by going against doctors orders even if it means drives start late. Your safety and that of your peers and donors must come first.



## DVIR's

Driving an ARC vehicle? ALL DRIVERS are responsible to complete a DVIR each and every time you take or return a Red Cross vehicle.

IF the vehicle you are assigned is unsafe, DO NOT DRIVE IT - speak to the ops manager immediately and a new vehicle will be provided,

IF you report a problem and it is not addressed, please be sure you notify the ops manager and the union immediately.


[www.PEF.org](http://www.PEF.org)

# Constitutional Convention

#TogetherWeWin

## What's at stake?

Why in five

The environment - New York State's constitution has the nation's strongest protections for forever wild areas like the Adirondacks and the Catskills. Greedy developers could push to undo these safeguards.

Public education - The state constitution guarantees our students the right to a free public education.

The social safety net - The state constitution ensures the state provides for citizens in need.

Our voting rights - The constitution provides valuable protections.

Don't risk losing these vital safeguards.

**Vote NO!**

## A Politician's Convention

Why in five

During the last convention, four out of five delegates were career politicians and Albany insiders.

And every politician who ran for a delegate seat that year, won a delegate seat.

And who ran the show? All of the convention leaders were sitting legislators.

Most troubling? Thanks to Citizens United, corporate special interests can spend unlimited money getting their cronies elected.

Do you trust Albany insiders to do what's right? Don't risk it.

**Vote NO!**

## It's just not necessary

Why in five

A process already exists to amend the state constitution, and it doesn't cost a thing.

For example, the state legislature passed an amendment in 2013 expanding casino gambling. The same process could be used for new amendments.

Opening the state constitution is like opening Pandora's Box. You can't predict what changes delegates will make.

The last time a convention took place it was a complete failure; voters rejected every proposed constitutional change.

Don't add to Albany waste.

**Vote NO!**

## A waste of tax dollars

Why in five

Experts estimate a constitutional convention will cost hundreds of millions in taxpayer dollars.

Lawmakers can collect salaries and pension credits as elected officials and as delegates simultaneously.

The last time a constitutional convention took place, it cost taxpayers millions and accomplished nothing.

Constitutional conventions don't have mandatory end dates - delegates keep meeting and taxpayers keep paying.

Should taxpayers fund a party for Albany insiders? No!

**Vote NO!**

## Labor rights at risk

Why in five

At risk: The right to unionize and bargain collectively. Your union's strength could be jeopardized.

At risk: Workers' compensation. Safeguard your rights if you're injured on the job.

At risk: Public pension protections. The constitution guarantees your pension will be there.

Other states have made drastic pension changes with disastrous results for active members and retirees. Don't let it happen here!

Don't risk your rights/your future.

**Vote NO!**

# DON'T GET CONNED!

# VOTE NO ON CON-CON

In November, voters will be asked to authorize a Constitutional Convention to be held in 2019. This type of event is:

### UNNECESSARY

We already have government. This is a waste of taxpayer money.

### UNETHICAL

Politicians are lining their pockets, and special interests are helping them do it.

### RISKY

This threatens the retirements, rights, and livelihood of our members.

*This November* — **VOTE NO  ON CON-CON**



## Paid Family Leave: How it works Overview



NY Paid Family Leave program provides wage replacement to employees to help them bond with a child, care for a close relative with a serious health condition, or help relieve family pressures when someone is called to active military service.

Employees are also guaranteed to be able to return to their job and continue their health insurance. If you contribute to the cost of your

insurance, you must continue to pay your portion of the premium cost while on Paid Family Leave.

### Timeline:

Paid Family Leave is designed to phase in over four years, starting January 1, 2018.

In 2018, employees will have up to 8 weeks available with cap cap of 50% of the State Average Weekly Wage. The cap will raise in succeeding years until 2012 with 12 weeks available and a 67% cap of the State Average Weekly Wage.

For example, in 2018, an employee who makes \$1,000 a week would receive a benefit of \$500 a week. Another employee who makes \$2,000 a week would receive a benefit of \$652.96, because this employee is capped at one-half of the New York State's Average Weekly Wage - currently \$1,305.92.

For more information, please reach out to Mike Panzarino on 518-426-5225 or email [treasurer@cwa1118.org](mailto:treasurer@cwa1118.org) or go to <https://www.ny.gov/new-york-state-paid-family-leave/paid-family-leave-how-it-works>

## 2017 Executive Board Elections

Thank you to those members who joined us at one of the six membership / nomination meetings over the last two weeks.

### And the nominees in order nominated are:

#### President

- John VanDenburgh
- John Lebel
- Ted Perretta

#### Executive Vice President

- Tony Bottisti
- Jim LaFleur
- Len Welcome
- Brian Wyrshyhora

#### Local Vice President

- Jim Bauer
- Bill Kelly

#### North Country Business Agent

- Chris Hooper
- Scott Bleakley
- Steve Sucharski
- Dan Harriman

#### Capital District Inside Business Agent

- Deb Lamountain
- Matt Williams

#### Capital District Outside Business Agent

- Carl Kakule
- Jen Sorel

### Uncontested positions are:

**Secretary** - Theresa Devine

**Treasurer** - Michael Panzarino

**AT&T Business Agent** - Rachel Bailey

**Glens Falls / Saratoga Business Agent** - Brian Morris





## LOCAL 1118 Secret Ballot Instructions



### INSTRUCTIONS FOR MAIL VOTING

\*\* Mark an "x" in the box next to the name of the candidate of your choice. **DO NOT** place your name, initials or any other identifying information on the ballot. Ballots containing any identifying information will be voided.

\*\* Place your marked ballot in the **SMALL** blank envelope and seal it. You must use this envelope to insure that ballot secrecy is maintained. **Failure to use this envelope will result in your ballot being voided.**

\*\* Insert the sealed ballot envelope containing your marked ballot into the return envelope pre-addressed to CWA Local 1118 Post Office Box 14556 and seal it.

\*\* **SIGN** your name and then **PRINT** your name and address in the return address space on the return envelope.

\*\* Your name on the return ballot envelope will identify you as an eligible voter. Your vote will remain secret because the ballot envelope containing your ballot will be separated from the return envelope and mixed with other ballot envelopes before it is opened and the ballot counted.

\*\* Ballot secrecy can only be preserved if you personally mark and mail your ballot. **DO NOT** allow anyone else to mark or handle your ballot. Do not give your ballot to anyone else for mailing. **DO NOT** hand deliver your ballot to the union office. Ballot **MUST BE MAILED** to the Post Office Box.

**IMPORTANT:** Mail your ballot in sufficient time for it to be received at the Post Office Box no later than close of business on **November 8, 2017.**

Any eligible member who has not received a ballot in the mail at home by October 30, 2017, or any member who spoils a ballot may request a duplicate ballot by contacting the Union Hall at 518-862-0095. If you request a duplicate ballot, only the duplicate ballot can be counted.

## AT&T Mobility Update

### Politicians Join the Fight!

CWA 1118 Political Action Committee met with local politicians on behalf of our AT&T wireless members advising them of the ongoing bargaining issues. The local politicians sent letters supporting workers and requesting AT&T get back to the table and bargain a fair and equitable contract. Not surprisingly, AT&T was not moved and still isn't providing the information requested by the union that is needed to move to the next level of bargaining.

### AT&T Tailgates

In an effort to check in on our members during this stressful time of working without a contract, your Executive Board has hit the road to meet with the members. It has been our pleasure to meet so many of you from Albany to Elmira to Potsdam. It is our goal to reach all stores by the end of the year.

It is becoming more and more apparent that the company is trying to break the union, and divide the workforce by understaffing stores and hiring more and more part time workers. Our members are strong and we appreciate your strength during this difficult time.

If you have any issues or concerns, please seek out your Chief Steward, Sarah Kuklis on 607-759-1699 or your Business Agent, Rachel Bailey on 518-577-6161.

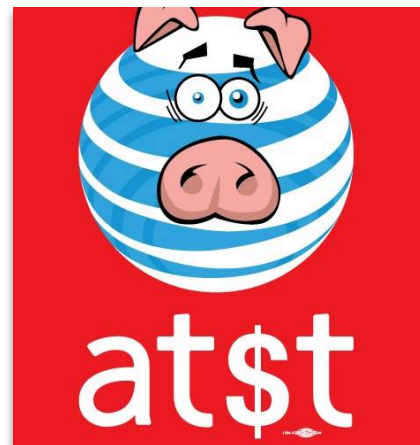
### Bargaining Report # 57 - 10/13/17

This morning AT&T sent out an email to our membership that begs clarification. While not exactly fake news, it is misleading and aimed at dividing our membership.

As we last reported, AT&T did pass proposals last week. They did not pass proposals to address any of the issues that we have been discussing with them since May. In May, you successfully struck AT&T and let the company know we are not accepting less than you deserve. Our proposals still on the table reflect your priorities. Following this, AT&T continued to refuse to provide the information we need to bargain your future for the next four years. AT&T needs to be more forthcoming with the truth.

They refer to "formal" proposals not being passed since May, but they leave out the why. We have outstanding requests for information that impact our ability to make additional formal proposals. We have had proposals on the table for months that AT&T refuses to address except to say they have no interest. AT&T would prefer we bargain in the dark. AT&T has made requests of CWA that violate the National Labor Relations Act and we anticipate we will hear back from the Labor Board soon.

CWA has told AT&T that we agreed to meet via phone conference for a few weeks while we work on issues other than wages and benefits, such as working conditions. One issue familiar to Call Center workers is MI-60. After weeks of AT&T promising to bring an operations manager to bargaining to explain their use of the MI-60 program in Call Centers, we were finally joined by Bradley Petrick, the



AVP over ATS call centers. The description of how this program is supposed to be used in the centers, while enlightening, did not resemble in any way what you have told us actually occurs.

Since AT&T indicated in their morning email that they are expecting a response on what was passed last week, CWA asked to reconvene at our mutually agreed upon bargaining location, and guess what? They are not available as their bargaining chair is not able to travel at the moment due to medical issues that kept him out of work. How many attendance points do you think he received? Our guess is NONE. The CWA Bargaining Committee had already planned on getting together this week to study the proposals and the open issues and work on our response. We have the right under the National Labor Relations Act to insist on face to face bargaining, and we hope the AT&T bargaining chair is cleared to travel soon.

By now you should have received information on how to join our Town Hall Call next Thursday evening, October 19th. We look forward to hearing from you.

Your CWA Bargaining Committee

"AT&T has increased its profits by cutting workers' commissions, refused to bargain over job security even as it cut hundreds of call center jobs this year alone, and increasingly moved to low-wage contractors for its retail and call center operations," Dennis Trainor, vice president for CWA district 1,

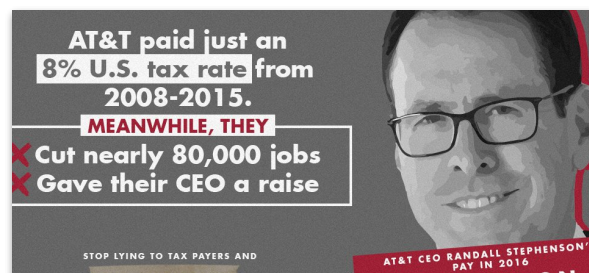
## Highlights from CWA Newsletter

### AT&T is Top Job-Cutter Among Tax-Dodging Firms

A new report reveals that AT&T is the top job-cutter among the biggest tax-dodging corporations in the U.S.

The report, conducted by the Institute for Policy Studies, analyzes the job creation records of profitable U.S. corporations that have been paying an effective tax rate of less than 20 percent. The Institute reveals that lower corporate tax rates benefit top executives – not workers.

AT&T managed to get away with an effective tax rate of just 8.1 percent over the 2008-2015 period while cutting more jobs than any other firm in the sample. AT&T had nearly 80,000 fewer employees in 2016 than in 2008, and instead of job-preserving investments, the firm shoveled profits into stock buybacks (\$34 billion over the past nine years) and CEO pay. AT&T chief Randall Stephenson pulled in \$28.4 million in 2016, more than double his 2008 payout.



House Speaker Paul Ryan is proposing to cut the statutory federal corporate tax rate from 35 to 20 percent. President Trump wants to slash the rate even further, to just 15 percent. This report shows that lower corporate tax rates do nothing for U.S. workers and fail to create jobs.

### AT&T Mobility Workers Visit Capitol Hill

AT&T Mobility workers, members of CWA from California, D.C., Illinois, Massachusetts, Minnesota, New Jersey, and Virginia, traveled to Washington, D.C., to meet with Members of Congress to speak about how AT&T's offshoring and its third party dealer structure are harming workers and communities. AT&T Mobility workers are currently fighting for a fair contract at AT&T.

The AT&T Mobility workers met with Senators Bernie Sanders (I-VT) and Elizabeth Warren (D-MA), and with Reps. Mark DeSaulnier

(D-CA), Eleanor Holmes Norton (D-DC), Donald Norcross (D-NJ), Mark Pocan (D-WI), Jan Schakowsky (D-IL), and Bobby Scott (D-VA), as well as staff from other congressional offices.

As part of the lobby day, CWA President Chris Shelton spoke at a congressional briefing on workers' rights hosted by Reps. Pocan, DeSaulnier, Dingell, and Norcross.

"AT&T recently claimed that for every \$1 billion in earnings it would recover from proposed reductions in the corporate tax rate, the company could create 7,000 new jobs," said Shelton. "What they failed to mention is that

those jobs will most likely be located in Mexico or the Philippines, or pay \$8 an hour in a U.S. authorized dealer retail store. For the record, AT&T's effective federal tax rate was a mere 8% between 2008 and 2015, and during that time it actually reduced its workforce by 80,000."

"Our members are the human reality behind those numbers. And let's be clear: it's not the forces of innovation and automation that are devastating good AT&T jobs in America. AT&T Mobility is deliberately outsourcing and offshoring a huge percentage of its customer service, retail sales, and network operations."

### AT&T Mobility

Hundreds of AT&T Mobility CWAers protested outside the iPhone launch at Apple HQ on Tuesday. Marking the start of a critical sales period that's

expected to bring in billions for AT&T, workers called out the company's pay cuts for its retail employees and its rampant outsourcing and offshoring that undermine their job security and ability to provide quality customer service.

Last week, Mobility workers briefed members of Congress, including Senator Bernie Sanders, on these issues and on AT&T's continued refusal to bargain fairly.

## Highlights from CWA Newsletter

### Health Care Repeal Fails Again – For Now

It appears that the Republican leadership has failed in their latest attempt to repeal the Affordable Care Act – for now.

Republicans have been campaigning on "repeal and replace" for seven years, but they have never come up with an actual plan to replace the ACA that improves access to health care. The new bill, called Graham-Cassidy, was the most shameful proposal yet.

Their latest health care repeal bill would have raised costs, gotten rid of protections for people with pre-existing conditions, drastically changed how our entire health care system works, and eliminated coverage for millions of Americans. It would have put an 'age tax' in place, requiring older Americans to pay thousands of dollars more, it would have made health care bargaining much more difficult, and it would have slashed Medicaid.

The latest GOP failure shows that mobilization works. CWA members have been e-mailing, calling, and showing up in legislators' offices for months to let them know that these changes are unacceptable. It's only because of the loud public outcry that millions of people won't be thrown off their health care plans.

But the fight isn't over. We've seen the Republicans get within one vote of repealing the ACA, and with the Republicans in control of both houses of Congress, we know they will try again. CWAers

fought hard to kill this attempt to repeal the ACA, and they'll be on the front lines if and when the GOP tries again to strip health care access from millions.

### Supreme Court to Hear Case Attacking Workers' Rights

Today's decision by the U.S. Supreme Court to hear the Janus v. AFSCME case continues the campaign by corporate interests and right wing groups to restrict the ability of working people to stand together. These groups have been plotting for decades to take away workers' freedom to join together and negotiate for fair wages and benefits, and to improve our workplaces.

Labor law requires that a union, chosen by the majority, represent every worker in a bargaining unit. While no worker is required to join a union, workers can be required to pay their fair share for the cost of the representation – the cost of bargaining higher wages and benefits and the cost of representing a worker through the grievance system. The right-wing attack on fair share is all about weakening unions, with the hope of giving corporations even more power and accelerating the assault on achievements like Social Security, civil rights, wage and hour and safety laws, Medicare, and public education that unions fight every day to preserve. We hope that the Supreme Court sees through this latest attack on the freedoms and rights of working people and deals with the issues in the Janus case fairly.

No matter how the Court decides, CWA members will meet the challenge and do everything possible to strengthen our union and withstand the attacks on our very right to exist. CWA locals are bringing more members into our union to strengthen our voice at the bargaining table and at every level of the political process. That's what CWA STRONG is all about.

### The Trump Tax Cuts By the Numbers

The Republican leadership and Trump administration are working overtime to sell their tax plan as a big tax cut for middle class families.

Take a closer look at the numbers. That claim just doesn't add up.

- A married couple with one child earning \$24,850 a year or less and claiming the standard deduction would get no tax cut.
- A married couple with one child earning \$48,700 (that's the median income in 2015 for a working family) and claiming the standard deduction would get a net tax cut of just \$180 for the entire year.
- A household in the top 1 percent (meaning an income of \$700,000 a year and up) would get about \$150,000 a year. This group would get half of the tax cuts.
- The top one-tenth of 1 percent of households (meaning incomes above \$3.8 million) would get about 30 percent of the tax cuts, or an average of about \$800,000 a year per household.



# 79th Annual CWA Convention

By <https://www.cwa-union.org/2017-convention-shelton>



## President Chris Shelton

Good morning Brothers and Sisters:

I want to thank each and every one of you. CWA is the greatest union in the world because of the sacrifices and commitments you make every day. I could not be prouder or more humbled to be your President.

I'm not going to waste any time beating around the bush. These are hard times for working people. As hard as I have ever seen things in my entire career in the labor movement.

Private sector union density is down to 6.4 percent--the lowest level it's been since 1910. 1910. 107 years ago. Now, they're coming after the public sector, the last remaining bastion of union strength in America.

Corporate America smells blood. The Koch Brothers smell blood. And with the Republicans in control of both houses of Congress, with Neil Gorsuch entrenched on the Supreme Court, and with that nitwit Donald Trump tweeting in the White House....well, I can see why Corporate America thinks it's time to go in for the kill.

This attack is not just on unions and working people. It is an attack on democracy itself. At every level. Because the union movement is not just about wages and benefits, though it IS about that. The union movement is not just about decent working

conditions, though it absolutely IS about that, too.

More than anything else, the union movement is about DEMOCRACY—the rights of regular people to have a say in their daily lives. The union movement is all that stands in the way of every corporate bully imposing tyranny in the workplace. Without unions, the workplace is little better than a fascist dictatorship, with the bosses free to do whatever they want, whenever they want.

And it's not just that unions give workers a voice in the workplace. The labor movement is the key to a democratic society. Unions give regular people a collective voice in the political decision-making process which determines the quality of all of our lives.

The attacks on the labor movement are intensifying. There is an entrenched anti-labor majority on the Supreme Court. Our political system is drenched in corporate money. Republicans have gerrymandered their way to power in State Houses across the country.



Right-to-work for less laws have passed in former union strongholds like Michigan and Wisconsin.

But Brothers and Sisters, let me say this to you and I hope you will not forget it: Working people have faced even worse before. We have been knocked down, beaten up, even killed

for what we believe in. And always, always, always, working people have risen up to fight for what is right.

And we will do it again!

Think about this: 125 years ago, in 1892, just about six miles from where we are meeting right now, a literal war took place during the strike at Andrew Carnegie's Homestead Steel Works. The workers had gone on strike against a 20 percent pay cut. Henry Frick, Carnegie's right hand man, brought in river barges filled with 300 armed Pinkerton guards. But the strikers had guns, too; they even had a cannon.

In the early morning of July 6th, when Frick's barges landed on the banks of the Monongahela River in an attempt to break the strike lines, gunfire erupted. Nine strikers and seven Pinkertons were killed. Within a week, the Governor of Pennsylvania had called in thousands of state militia, and the strike was broken, destroying unionism in the steel industry for another 40 years.

Yes, times today are tough. But our grandparents and our great grandparents suffered through much worse in order to build this movement. We stand on the shoulders of those who went before us.

And the question for us is, are we up to meeting the challenge of preserving the workers movement in this time of great attack? I ask you, Brothers and Sisters, are we up to that challenge?

Are you ready to do what has to be done?

## 79th Annual CWA Convention

### President Chris Shelton ... cont.

Donald Trump got elected President for a lot of different reasons. We need to be brutally honest with ourselves about those reasons. For starters, Trump tapped into a vein of racism and sexism and xenophobia that has no place in our society.

He pandered to those animosities; he whipped them up, and unleashed some of the ugliest, most hateful forces in our society. People Tweeting Swastikas; people parading in white hoods and robes. We reject racism and sexism and xenophobia; we will fight those sentiments in our ranks and throughout American society.

Donald Trump also won because there are whole sections of this country that have been economically hollowed out, where all the good jobs are long gone, where NAFTA is a four letter word, where young people are overdosing on opioids, where life expectancy is actually falling. These people voted for change, even if the change Donald Trump was peddling was just a bunch of BS.

And Donald Trump won because too many Americans—even, I suspect, a lot of our members—see the big divide in this country as not between working people and the one percent, not between working people and corporate CEOs, but between themselves and politicians. They see politicians as self-interested, self-dealing elitists who don't care about people like them.

And to these misguided voters, Donald Trump was the anti-politician, the person who could shake things

up, the person who would “drain the swamp.”

Well, now we are all in the swamp, and it is starting to feel more like quicksand. Trump didn't eliminate crony capitalism. He raised it to a fine art.

He's personally profiting from the foreign delegations booking rooms at his hotels. His cabinet is filled with Goldman Sachs executives. Scores of industry lobbyists—from chemical companies, and big banks, oil companies, coal companies and telecom companies—are now rewriting regulations to put smiles on the faces of their old bosses. A Verizon lawyer is running the FCC. OSHA regulations two decades in the making are being rolled back. The NLRB is being gutted. The Department of Labor should be renamed the Department of Union-Busting. And with Gorsuch on the Supreme Court, we can expect public sector agency fees to be outlawed within the next year.

Our work is cut out for us. But let me tell you this: I am 100 percent confident that we are up to the task. I have spent my entire adult life building this union. I know what CWA is made of. I know that every one of you will do whatever we have to do to save our union and to save our labor movement. I know that we are CWA STRONG and that nothing, nothing can break us!

My confidence comes from what I see already happening in our CWA STRONG program. Step 1 for CWA STRONG is increasing membership levels. Step 2 is more mobilization

and member engagement. Across this union we must renew our commitment to building our union from the bottom up. At the same time, we must continue to reach out to our community allies who will stand with us against our enemies. A stronger CWA means a stronger foundation for a progressive movement.

Locals, large and small, are working hard to sign up agency fee payers and non-members in both the public and private sectors.

Statewide, CWA public sector membership has gone from just over 70 percent to just under 80 percent, and our state and local government locals are determined to get to 90 percent before the Supreme Court eliminates agency fee payers in the public sector.

Building membership levels is the foundation of CWA STRONG.

Membership levels is one measure of the strength of our union. The number of activists and leaders is another.



“Today, we’re building our union at a time when working people and their unions are under attack as never before. Right to Work, the assault on public sector bargaining, legislation, litigation – they’re throwing the kitchen sink at us!” ~ President Chris Shelton

## 79th Annual CWA Convention

### President Chris Shelton ... cont.

We are CWA STRONG when it comes to legislation and politics, too.

Likewise, our legislative work is second to none. After the shock of Trump's victory sank in, we decided that we shouldn't attack him personally, but we should focus on opposing his policies and nominations that were bad for working people. Now that turned out to be a target-rich environment.

Thanks to the respect CWA has earned from the progressive community because of our past leadership on fights to reform the Senate rules and stopping TPP, we were able to galvanize a coalition of progressive opposition to Trump's nominees.

We didn't stop all of them, by any stretch of the imagination. But we did defeat the nominee for Secretary of Labor—Andrew Puzder—who didn't believe in the NLRB, overtime pay, or the minimum wage. By fighting these nominees aggressively, we helped slow the momentum for the rest of the President's anti-worker agenda, including giant tax cuts for the rich, and his bogus infrastructure giveaway to Wall Street.

We accomplished this because of the thousands and thousands of calls our members made against these nominees. We accomplished this because we are CWA STRONG and our members are engaged and our activists are leaders.

And perhaps most important of all, CWA was a major player in the incredible fight to stop the repeal of the Affordable Care Act. Together, we protected health insurance for tens of millions of people and stopped them

from shifting the costs of the uninsured onto our plans. Together, we literally prevented the deaths of tens of thousands of Americans who would have died without their health coverage.

The fight against ACA repeal proves once again that when we fight, we win, and in the process we can make a difference in the lives of millions.

Now CWA is taking the lead on the fight to rein in Wall Street. Wall Street plays the tune that every CEO must dance to. The one percent and Wall Street are the reasons our bargaining grows harder with each round. And we have launched a multi-year fight to rebuild our Main Streets and stop Wall Street from wrecking our communities.

We are going to fight to make sure that Democrats in Congress support a real infrastructure bill that rebuilds roads, bridges and schools, and creates millions of good union jobs, not a bunch of trickle down tax cuts for Wall Street investment in privatized roads and bridges.

We are going to mobilize like hell to maintain Wall Street regulations and stop mega tax-giveaways to the one percent. We are going to mobilize to insist that Wall Street pay its fair share of taxes,



And we are going to continue spreading our Runaway Inequality Training program, through which we've trained 50 CWA local activists to lead trainings, conducted 66 workshops in 10 states and trained nearly 1,000 people. Now Runaway Inequality is spreading to our allies, like the Congressional Progressive Caucus, Citizen Action, the UAW, Jobs with Justice, and local allies like the NAACP and the Sierra Club in Michigan.

We have a lot to be proud of. We are CWA STRONG in all of these critically important areas —organizing, political, legislative, and educational.

But the bedrock of our work remains the day-to-day fight to improve the wages, benefits, and working conditions of our members, at the bargaining table or in the streets, if necessary. That's why day-to-day representation and collective bargaining has always been the base of the CWA Triangle.

And when it comes to fighting for members, and winning good contracts, the record of CWA is second to none!

Over the last 16 months, nearly 70,000 CWA members in the telecommunications industry — well over 15 percent of our total membership — have walked picket lines anywhere from three days to seven weeks.

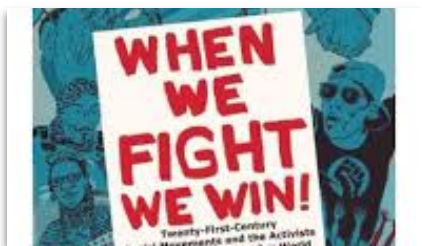
We have taken on two of the 15 largest corporations in America.

Brothers and sisters, you have not forgotten how to fight! CWA will never forget how to fight! These strikers set an example for — and sent a message to — the entire labor movement. When we fight, we win.



## 79th Annual CWA Convention

**President Chris Shelton** ... cont.



We won a magnificent victory last year at Verizon, and I want to congratulate everyone who made that victory possible. We are still in a battle with AT&T and AT&T Mobility, and we will keep up that fight until we've won contracts we can be proud of.

Of course, these are not the only collective bargaining fights in our union and not every round of bargaining ends in a strike. We've bargained great contracts at United Airlines for flight attendants, at hospitals for nurses in Buffalo; for Passenger Service Workers at American; for telephone workers at CenturyLink; for broadcast technicians at NBC and ABC; for reporters at Digital First media; and for manufacturing workers at GE.

I am especially proud of the 700 members of IUE-CWA who walked the picket line, through the rain and snow and freezing cold, at Momentive Materials in upstate New York for 105 days until we were able to get Governor Cuomo involved to help us win that strike.

I am proud of our union. I am proud of all the work we are doing. But Brothers and Sisters, let's not kid ourselves. We are at war—a war to save the labor movement. In a war, there are no neutrals. To paraphrase the old union song, in times like these, every working person must decide: which side are you on? Are you a union activist, a union militant,

or are you a scab for the bosses? No middle ground. No bystanders.

That means we must build CWA STRONG, in every workplace, in every community, in the streets, at the ballot box, from the bottom up. Every work location must have a trained, effective steward. Every local officer must redouble his or her efforts to talk to members, to listen to members, to explain what is at stake in this war. We must, must, must make it clear to members that we need to mobilize in every arena—the bargaining table, the State Houses and Congress, on the campaign trail, alongside our brothers and sisters in the civil rights, environmental, women's, and other social justice movements. There are no neutrals. There can be no bystanders. It is time for all hands on deck.

Fifteen months from now, the midterm elections will take place. State Houses now dominated by union-busting Republicans will be up for grabs. Control of both Houses of Congress will be at stake. This will be our most important opportunity to stop the national union-busting movement in its tracks. This will be our best chance to stop the anti-worker Trump agenda. We have to win back at least one House of Congress. It is the key to surviving 39 more months of the Donald Trump attack on working families. It could be the key to the survival of the labor movement.

I want everybody in this room to take a minute to think about what that really means. I mean, really think about it. Think about what it would mean to live in the union-free society that Corporate America has been dreaming of for the last 40 years.

Imagine in your mind's eye what it would mean to go to work every day, without a union, without a contract, without a grievance procedure,

without a shop steward. With no rights whatsoever. Every employee an at-will employee. Working whatever shift the boss tells you to, transferred wherever he wants at the drop of a hat, your pay and benefits slashed without recourse, without any say from you or your fellow workers.

This is the non-union Nirvana that the Koch Brothers, and Trump, and Ryan and McConnell are all dreaming of.

We in this room did not ask for this fight. We did not ask for the responsibility of saving the American labor movement. But now we have that responsibility, and we better not screw it up, for the sake of ourselves, for the sake of our children, for the sake of generations of working people in decades to come.

Brothers and Sisters, we are still, to this day, working for democracy, for humanity, for the future. We are still fighting for democracy, in the workplace and in the society. We are still fighting for a more humane life for every working person.

We are still fighting for a better future for all working women and men.

This is what's at stake at this moment. This is the challenge we face. This is the task that lies ahead. And I know this: when we are united, when we are committed, when we have a vision, there is no power greater anywhere beneath the sun.

I know that the union makes us strong, CWA STRONG, and that together, we will prevail.

We will win. Brothers and sisters, join me in this struggle, take the pledge, stand at my side, and together we shall overcome all our obstacles.

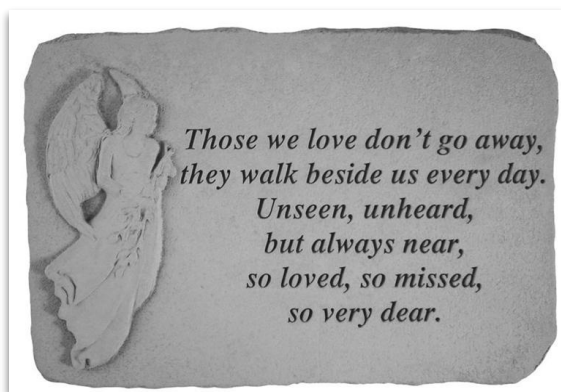


## In Times of Sorrow



The CWA Local 1118 Executive Board and Retiree Board would like to express our deepest sympathy to our members during this difficult time. We hope and pray that you will find peace in the memories you share of your loved ones,

- Breslin, Joe - Father, Father-in-Law
- Harris, Ed - Father
- Huban, Nick - Mother
- Mance, Shelly - Brother
- Qua, Debbie - Mother
- Robinson, Renee - Brother
- Rusnica, Joanne - Brother
- Schreck, Jo Ann - Member
- Stewart, Bill - Mother



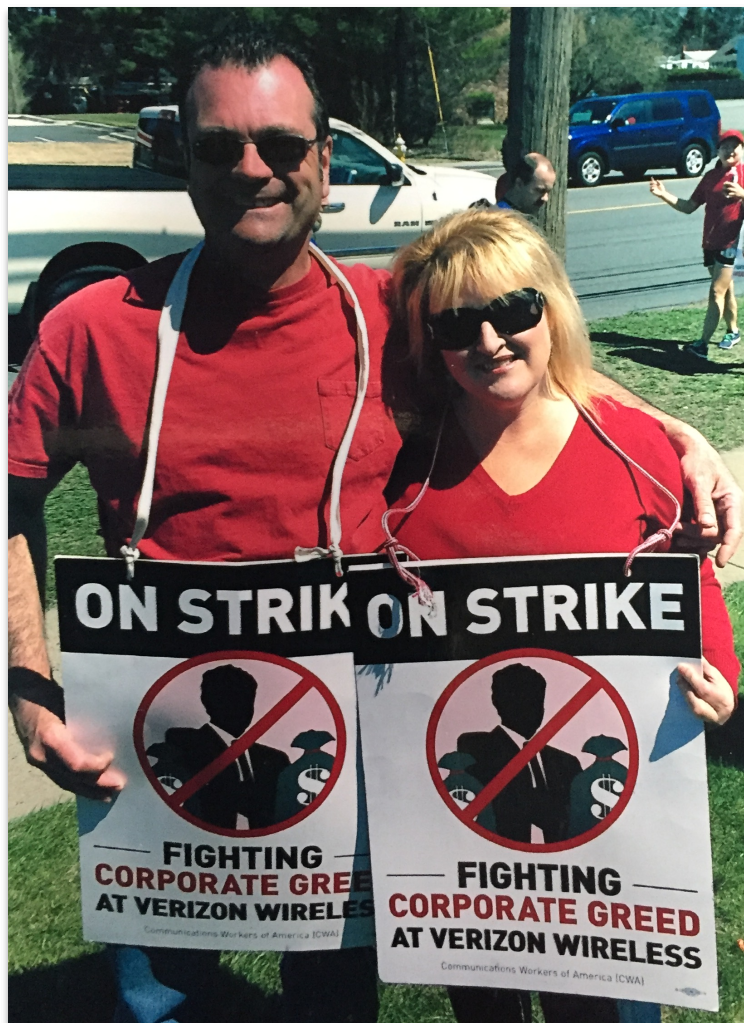
- Terrell, Tammi - Father
- Tucker, Eric - Member
- Walsh, Lisa - Father
- Zoszak, Ana - Mother

## A Note of Thanks from the Tucker Family



Thank you all so much for your kindness, generosity and support during this terrible time in my life. Eric was such a proud union member and now I know why. You are the best and I am so proud to call myself a union sister. I love you all and I am deeply grateful for you coming to my rescue and for giving him such a tribute. I will never forget it.

With much respect! Pamela Tucker





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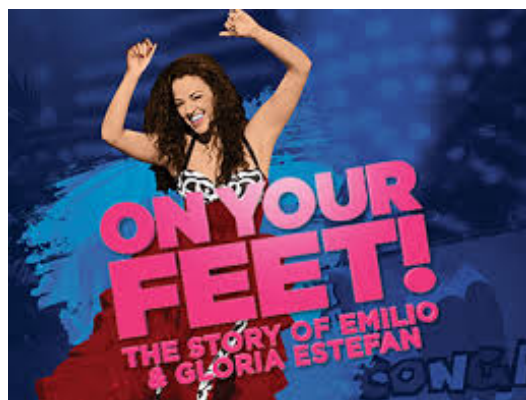
## Social Committee



**Saturday, 12/9/17 @ 2pm - \$64**



**Saturday, 2/3/18 @ 8pm \$64**



**Friday, 6/1/18 - 8pm - \$64**

For ticket information contact Theresa Devine on 518-782-9977 or by email [TheresaDevine@me.com](mailto:TheresaDevine@me.com)

Deposit due: \$10 per ticket due within 2 weeks of order - Balance due 60 days before the show

Mail Deposit to: CWA 1118, 4 Wembley Court, Albany NY 12205  
Checks Payable to CWA 1118 - Event Name in Memo Field



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### NEW PRICE LIST

Hats (red, blue, black) upon request		\$15.00
Hats (red) winter caps		10.00
T-shirts (red)	S,M,L,XL	15.00
	XXL	16.00
	XXXL	17.00
	XXXXL	18.00
Red Sweatshirts (crew neck)	M, L, XL	20.00
	XXL	22.00
	XXXL	23.00
	XXXXL	25.00
Red Sweatshirts (hooded pull-over w/pouch)	M, L, XL	30.00
	XXL	31.00
	XXXL	32.00
	XXXXL	34.00
Red Sweatshirts (hooded w/zipper)	M, L, XL	34.00
	XXL	36.00
	XXXL	38.00
	XXXXL	41.00

Special shirts, jackets, etc. are available by order. We have a catalog available in the office.

NOTE: Please contact your Chief Steward or the Union Hall to place an order. We try to keep the red T-shirts and sweatshirts in stock here at the hall. Navy blue and black also available.

(Effective 3/1/17)